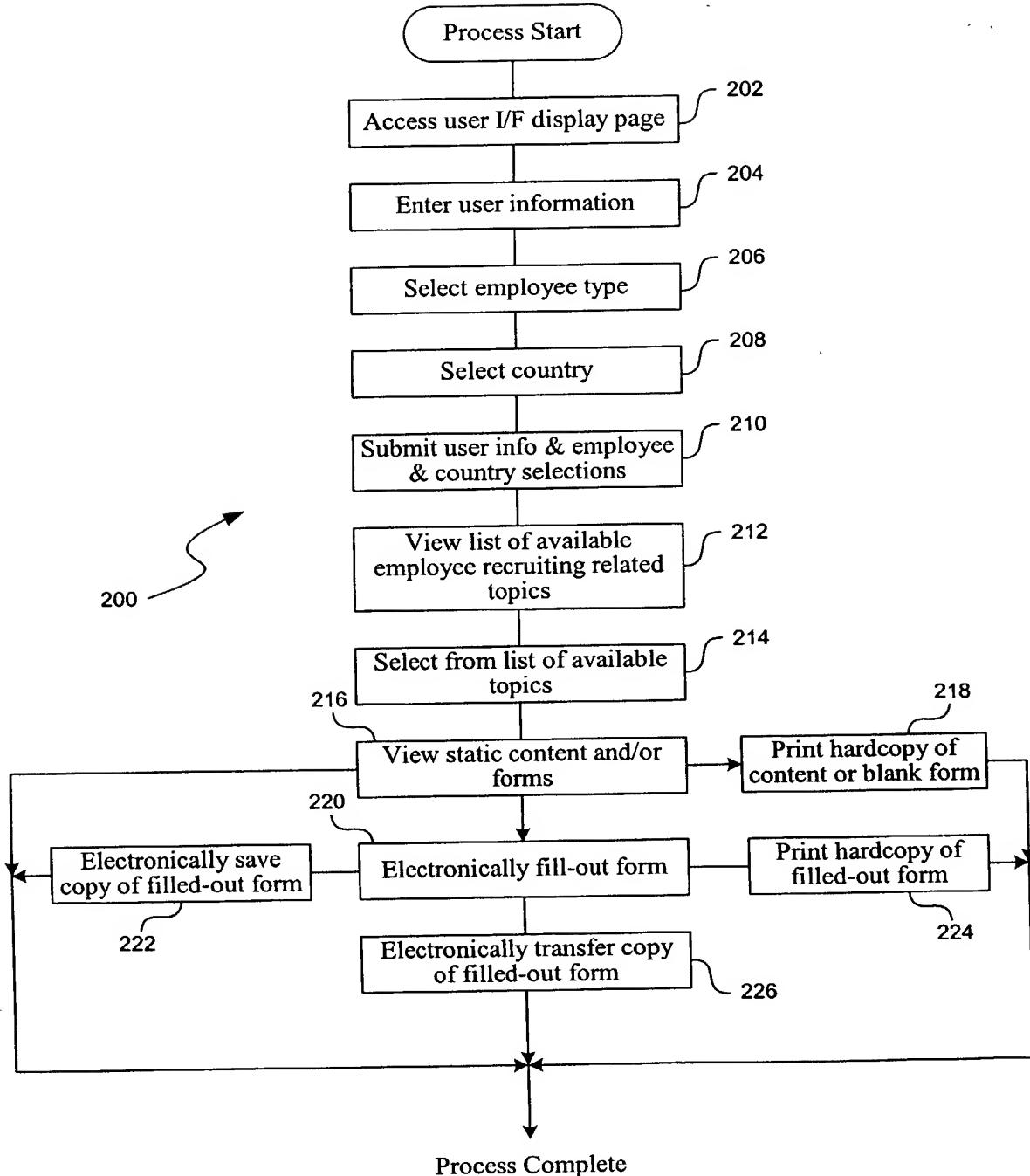
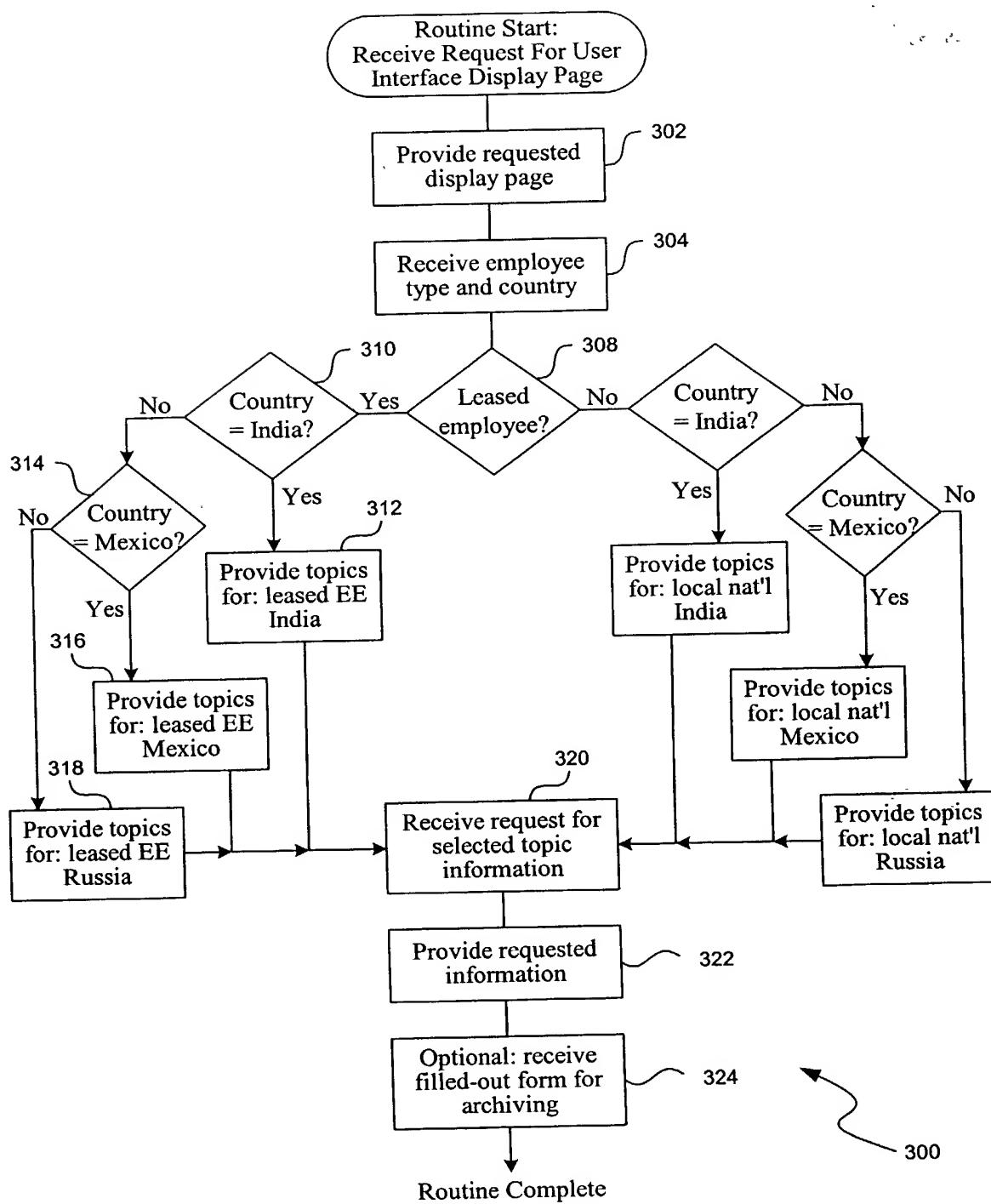
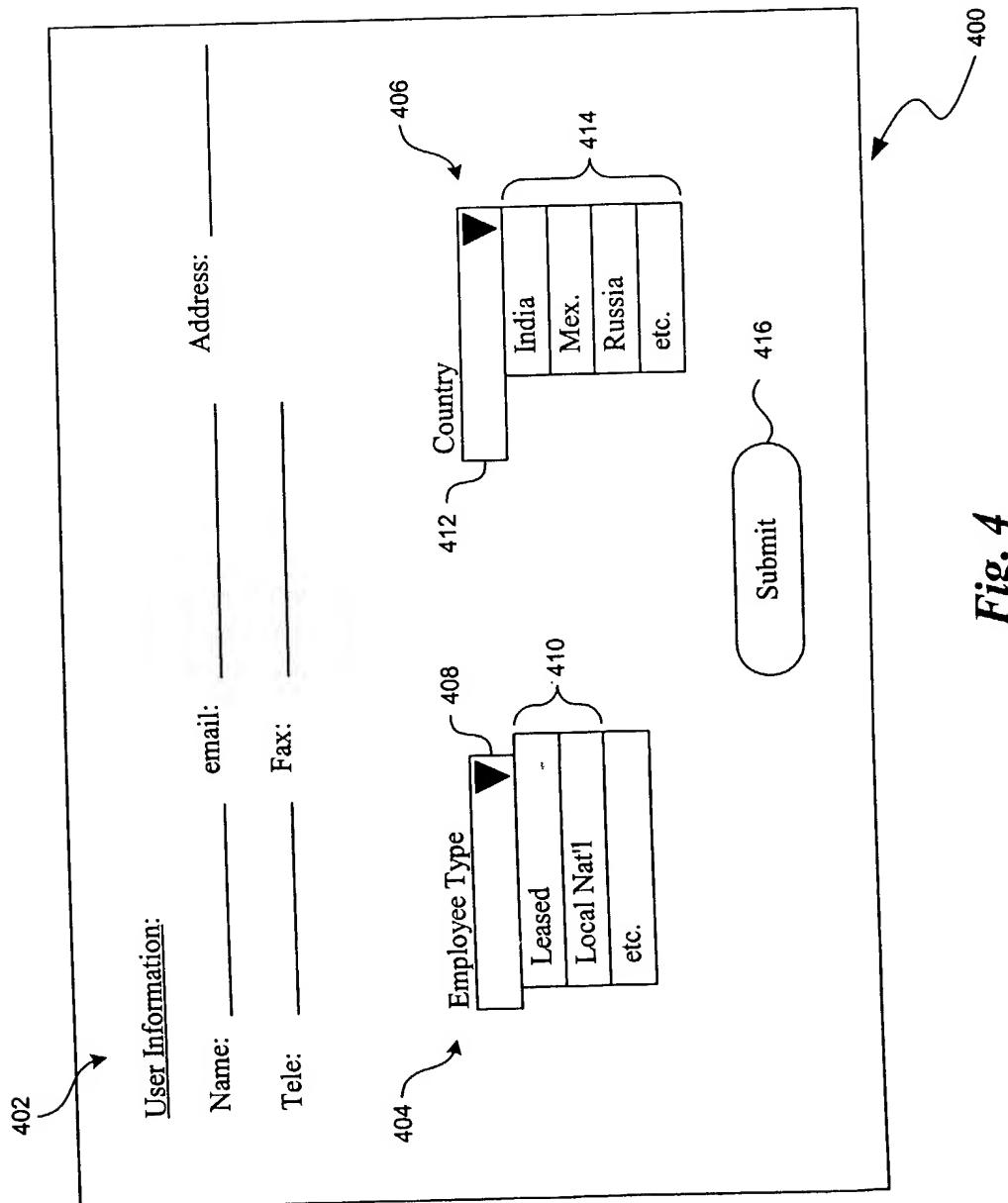


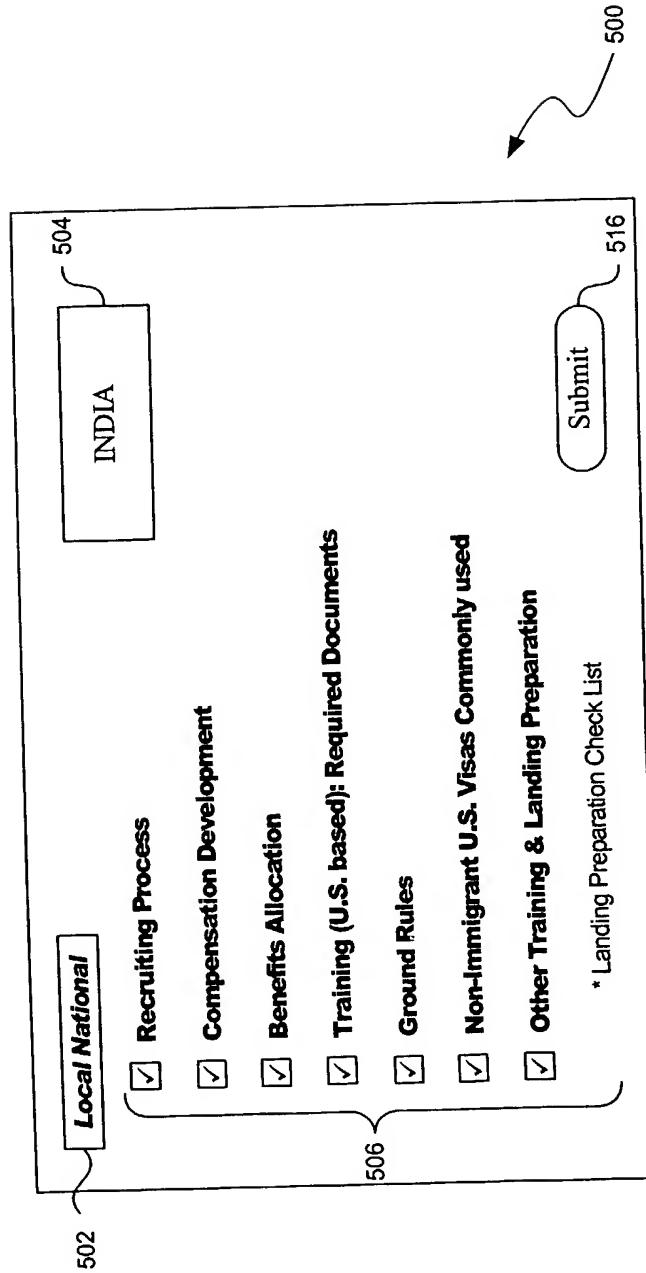
**Fig. 1**

**Fig. 2**

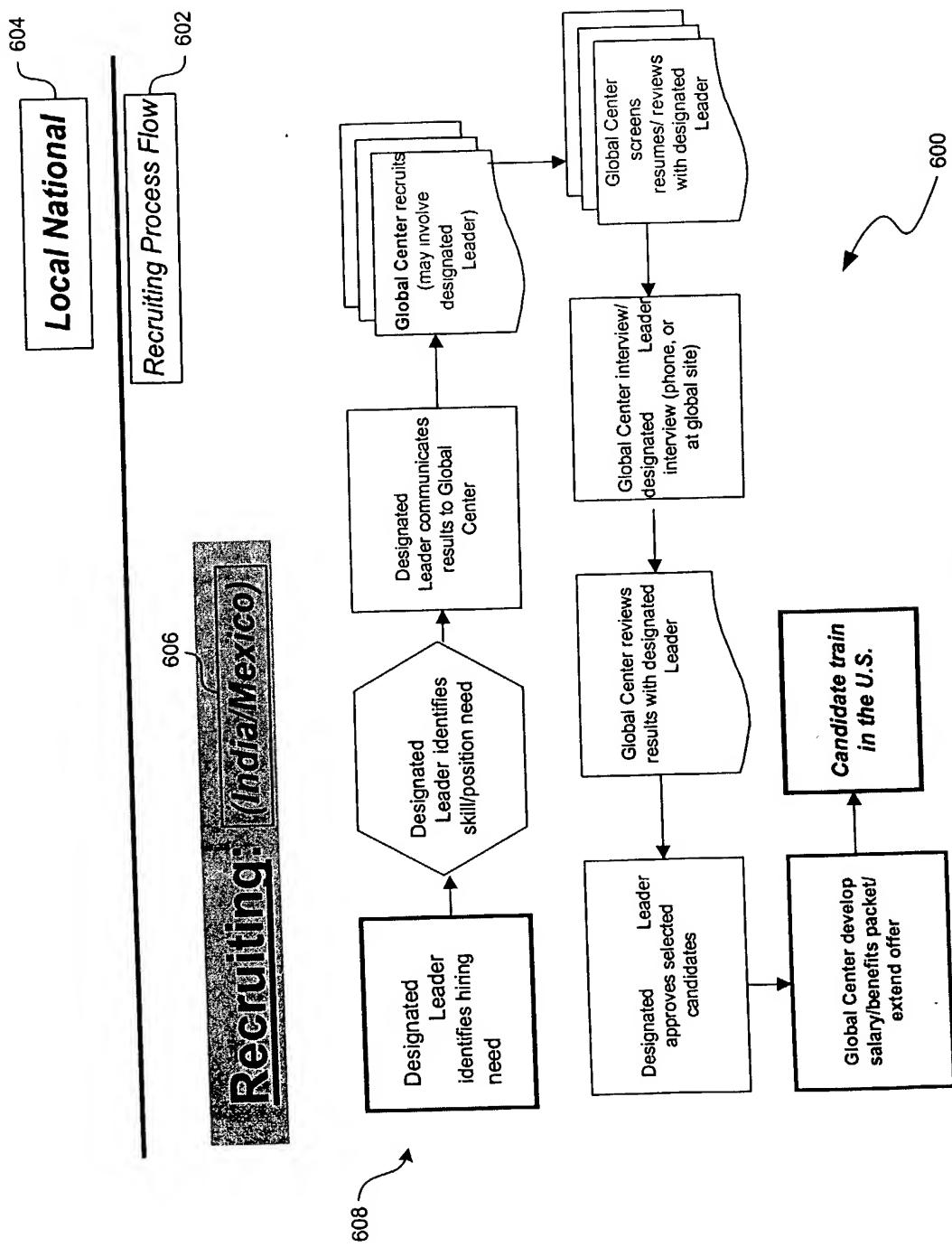
**Fig. 3**



*Fig. 4*



*Fig. 5*



**Fig. 6**

704  
**Local National**

702  
**Compensation (India)**  
706

708

- Salary determination based on: current salary, national/industry survey, experience, potential/value, where the candidate is residing and will include:
  - base salary, HRA, special allowance, leave travel allowance, medical reimbursement/ allowance (paid in equal monthly installments), car maintenance expense, Provident Fund (*employer's contribution*  $\times$  *% of basic salary*), retirement funds (*y % of basic salary*)

700  
**Fig. 7**

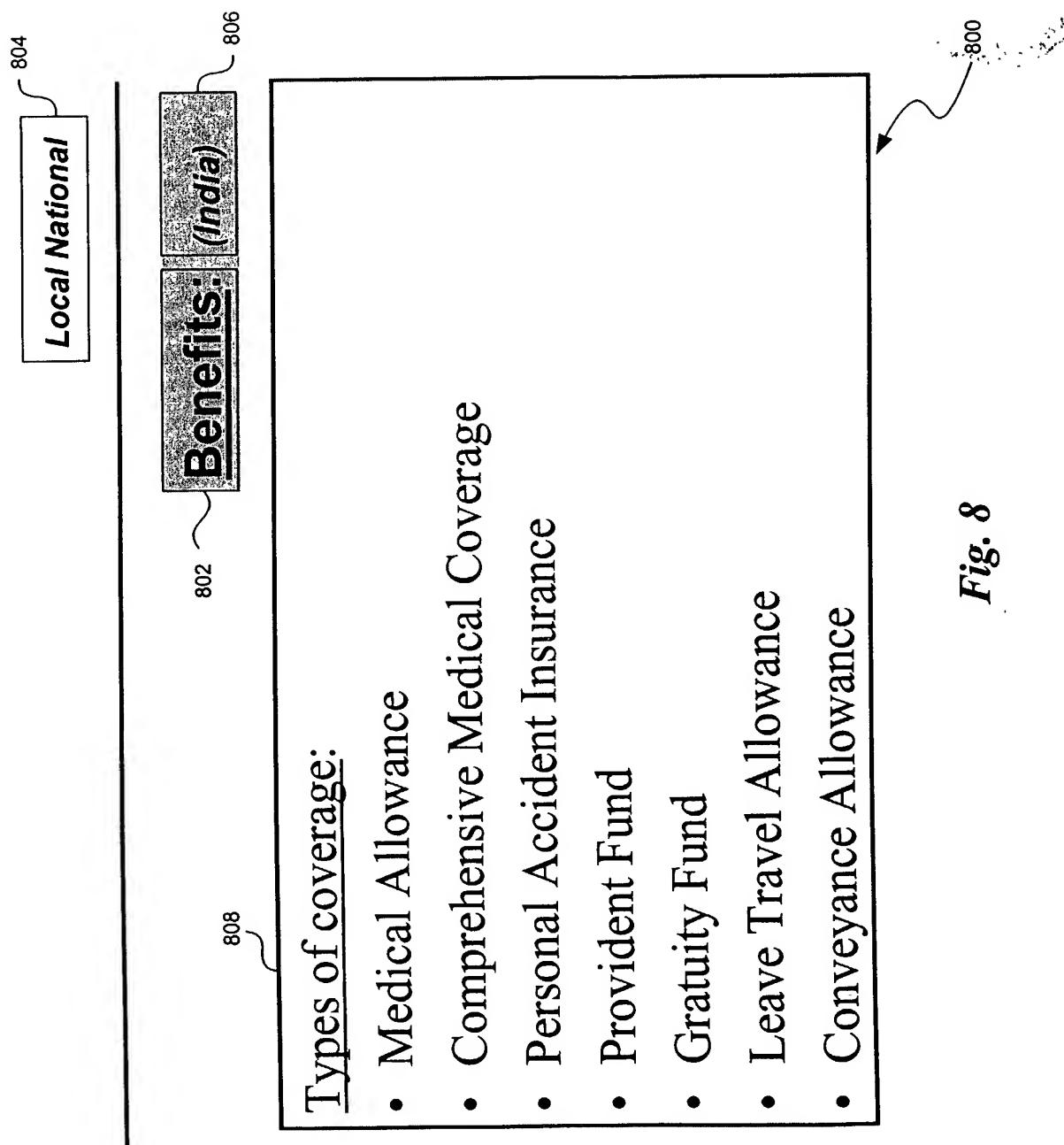


Fig. 8

Training: Required Documents

902

904 ~ Local Nat'l  
 906 ~ India

J-1 "Exchange Visitor" Visa Information FormPart 1 To Be Completed By Applicant

908

Applicant's Full Name: \_\_\_\_\_ Male   
 (Family) (Given) (Middle)

Female Marital Status: Married  Widowed  Divorced  Single 

Current Home Address: \_\_\_\_\_

(Note: U.S. Immigration law requires that you have a foreign residence which you do not  
 intend to abandon.)

Home telephone: \_\_\_\_\_

Current telephone (Office): \_\_\_\_\_ Fax: \_\_\_\_\_

Place of Birth: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

(City) (Country)

(Mo/Day/Yr)

Passport No. \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Country of Citizenship: \_\_\_\_\_

Country of Legal Permanent Residence: \_\_\_\_\_  
 (if different than Nationality)U.S. Social Security No. \_\_\_\_\_  
 (if any)Address in U.S. where you will live during program (if known):  
 \_\_\_\_\_  
 \_\_\_\_\_

Applicant's dates of prior periods of stay in the U.S. in any capacity (e.g., "B-1"  
 "J-1", "H-1" or "L-1" U.S. visa, most recent first) in the last 6 years and visa status:

	Arr. Date	Dep. Date	Visa		Arr. Date	Dep. Date	Visa
1				4			
2				5			
3				6			

**Fig. 9**

U.S. Visas Commonly Used

1004 Local Nat'l

1006 INDIA

## GLOBAL SUPPLIER TALENT DEVELOPMENT

9

1010

1012

1014

1016

1018

1020

1022

1002

1008

1004

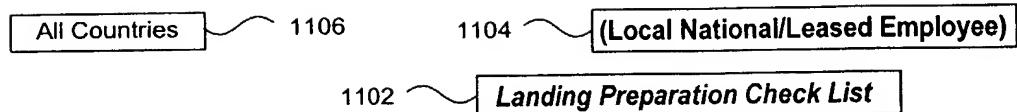
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1008

Letter Denotation	Common Title	Status Requirements	Comments	Duration of Status	US Tax Status	Application Process/Time
B-1	Business or Pleasure Visitor	- Temporarily to visit - No intent to absent - Foreign residence	- NOT authorized in U.S. - Used for meetings, consultations	- May be valid up to 1 year	Nonresident alien - Resident in U.S. - US income	- Alien applies at U.S. - consulates abroad - 12 day (fax)
W-1B	Visa Worker	Same as B-1		90 day	Nonresident alien - Same as B-1	- Only certain countries - participate at P.O.E. day of arrival
F-1	Academic Student	- Enrolled in full-time course - Studied at approved educational institution - No intent to extend foreign residence	- Employment for pregraduate or graduate - must be authorized by - educational inst. for up to one year	Visa for duration of status	Nonresident alien - Resident in U.S. - Paid by U.S. employer - Paid by U.S. consulates abroad	- Sponsored by educational - institution - 1 year
TN	Canadian Professional	Temporary stay - professional	Authorized to work in the U.S.	One year	Nonresident alien - Resident in U.S.	- Alien applies at U.S. - Post Office
H-1B	Temporary Worker	- Coming temporarily to U.S. to provide services in a specialized occupation - Requiring equivalent of BA or BA degree	- Employment for maximum term of 6 years - Authorized by U.S. employer - Sponsored by U.S. employer	Maximum term of 6 years - H-1B visa annually	Generally resident - Resident in U.S. - Income	- Employee may apply - at U.S. office - Approved alien may change - status if U.S. consulates - out of U.S. - Allow 3 months
L-1A	Intercompany Transferee (Manager/Exec)	Coming temporarily to U.S. to provide services in managerial or executive capacity to another affiliate	- Employment for maximum term of 3 years - Authorized by U.S. employer - Sponsored by U.S. employer	Maximum term of 3 years	Generally resident - Resident in U.S. - Income	- Employee may change - status if U.S. consulates - out of U.S. - Allow 3 months
L-1B	Intercompany Transferee (Spouse/Child)	Coming temporarily to provide services in managerial or executive capacity to another affiliate	- Employment for maximum term of 3 years - Authorized by U.S. employer - Sponsored by U.S. employer	Maximum term of 3 years	Same as L-1A	- Same as L-1A
L-1B	Branch Office	Same as L-1A and L-1B	Same as L-1A and L-1B	Same as L-1A & L-1B	Same as L-1A & L-1B	Same as L-1A & L-1B
T-1	Exchange Visitor (Trainee)	- Coming to U.S. temporarily to participate in a U.S. educational program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment permitted only as integral part of bona fide training - Alien may be subject to 2 year foreign residency requirement after training	Maximum term is months - Additional 30 days to travel	Nonresident alien - Alien applies at U.S. consulates abroad	- J-1 Form, Prepared by DOL - Filed at U.S. consulates - Allow one month
T-1	Qualified Researcher (Visiting Scholar)	Same as T-1	Employment - Research activities	Maximum term of 3 years - Additional 30 days to travel	Nonresident alien - Alien applies at U.S. consulates abroad	- J-1 Form, Prepared by DOL - Filed at U.S. consulates - Allow one month

Fig. 10

1000



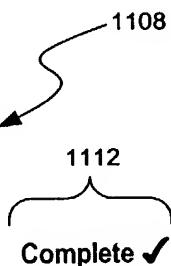
### Support Roles

Corporate support: Counsel's office  
Home Country Support: Supplier/Global Center  
Host Country Support: designated Leader

### Pre-Assignment Preparation

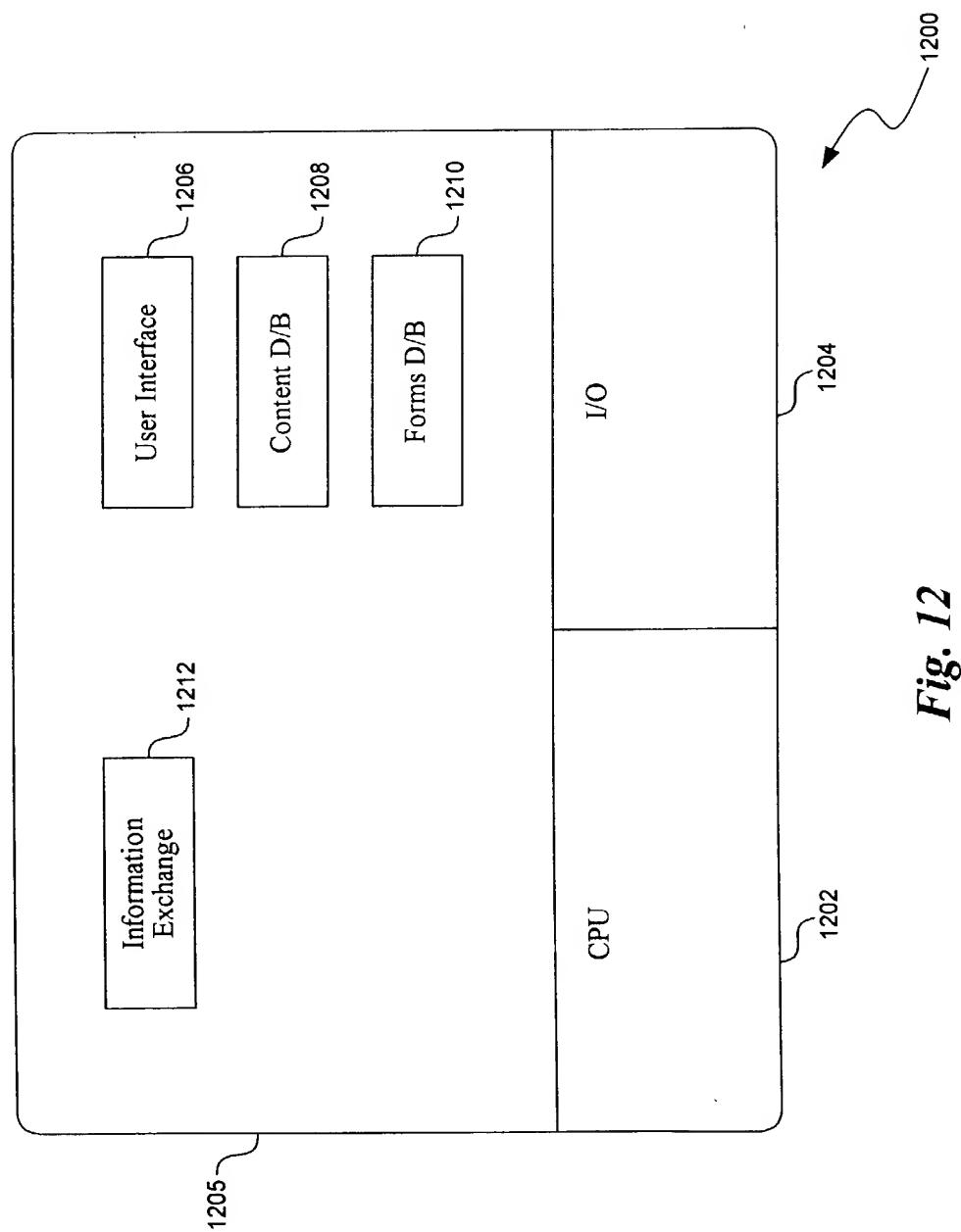
1110

- \* Selection process – Designated Leader and Supplier/Global Center select candidate for training in U.S. \_\_\_\_\_
- \* Visa – identify visa type (L1-A & B, and J1), processed by Supplier/Global Center HR
  - ❑ Letter of Residency
  - ❑ Assurance Letter
  - ❑ Passport
  - ❑ IAP66 Form (GE Counsel office)
 \_\_\_\_\_
- \* Air transportation to U.S. arranged by Supplier/Global Center HR \_\_\_\_\_
- \* Driver's license – transferring employee must obtain an international driver's license and take driving lessons in the U.S. Car rental companies require both home country & international license
  - ❑ residency permit, police registration
 \_\_\_\_\_
- \* Cultural Orientation – expectations, setting in U.S. conducted by Supplier/Global Center HR (i.e., norms, payroll, banking, tax laws FAQs, contact lists, etc.) \_\_\_\_\_
- \* Medical – specific insurance provide by Supplier/Global Center \_\_\_\_\_
- \* Payroll – Supplier/Global Center HR determine prior to departure
  - ❑ insurance, money exchange rates and banking information
 \_\_\_\_\_
- \* Housing – Supplier/Global Center HR work together with designated Leader: \_\_\_\_\_ as per family size, gender of anticipated group, furnished, secure short-term lease, telephone, \_\_\_\_\_



*Fig. 11*

1100



*Fig. 12*